



# STANDING ON HER SHOULDERS LEADERSHIP DEVELOPMENT PROGRAM

**The Standing on Her Shoulders Leadership Development Program (SOHS LDP)** focuses on women of color who are individual contributors desiring to move into management or leadership roles. The Climb has developed a program that equips each woman with the essential tools to understand leadership and to define the type of leader they aspire to become.

## Program Components

- Monthly professional development training
- Emotional Intelligence Assessments
- DISC and Clifton Strengths Assessment
- Four Leadership Coaching sessions
- Monthly one-on-one engagement with an executive champion

## Program Objectives

Using a blended approach, the participants will embark on a five-month program that will:

- Identify the critical skills needed to transition into leadership positions.
- Learn the fundamentals of emotional intelligence and how it can be used as a tool and a weapon.
- Build a solid professional advisory board.
- Develop an individual career plan and assessment.

## Time Commitment

Participants will spend an average of 3-5 hours a month dedicated to program engagement. The SOHS LDP is launching its inaugural session to help women of color who are current individual contributors gain the skills needed to become leaders.

## Candidate Selection

The inaugural program is limited to 15 high-potential candidates. If selected, candidates will begin the program in January 2025.

For more information, go to [www.the-climb.org/leadership-development-program](http://www.the-climb.org/leadership-development-program)

For program questions, contact [info@the-climb.org](mailto:info@the-climb.org).